

**JOB SATISFACTION OF PERSONS WITH HEARING IMPAIRMENT
EMPLOYED AT PUBLIC AND PRIVATE SECTOR**



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AUTHOR'S DECLARATIONS

1. During the period of registered study in which this research study was prepared the author has not been registered for any other academic award or qualification.
2. The material included in this research has not been submitted wholly or in the part for any academic award of qualification other than that for which it is now submitted.
3. It is hereby declared that this dissertation, “the study of job satisfaction of persons with hearing impairment working in public and private sector”, represents the original research of the author, and that all the resources that have used or quoted have been indicated and acknowledged by means of complete references.

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FORWARDING SHEET

This is to certify that the research work described in this M.Phil dissertation is the original work of the author and has been carried out under my direct supervision. I have personally checked and supervise all the data, results, contents and materials reported in this dissertation and certify its authenticity. I further certify that the material included in this thesis have not been submitted for any degree and award. This thesis was prepared under my supervision according to the prescribed format; therefore, I endorse its evaluation for the award of M.Phil Degree through the prescribed procedures of the University.

Supervisor,

Dr. Abdul Hameed

Dedication

I dedicate my research work to my parents and teachers.

Their encouragement, motivation and support make me able

to achieve this milestone successfully.

AKNOWLEDGEMENTS

First of all I am thankful to Almighty Allah, who has given me the courage and strength to complete this research work. I extend my thanks with deep sense of gratification to my supervisor Dr. Abdul Hameed for his patience and inspiring guidance. Without his proper guidance and help it would not be possible to complete this research.

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M.Y

Job Satisfaction of Persons with Hearing Impairment employed at Public and Private Sector

Abstract

Job satisfaction closely related to one's feelings about job. An environment where people find recognition and gratification leads towards job satisfaction. This study was carried out to examine the job satisfaction of persons with hearing impairment employed at public and private sector. The research design was descriptive. The population of the study was comprised of employees with hearing impairment from public and private sector. The purposive sampling technique was used to select sample. A sample of 100 employees with hearing impairment was selected from public and private organizations of Lahore. On the basis of literature review a self constructed instrument was designed, validity and reliability issues of instrument were insured through pilot study. The reliability of instrument was .76. The data collected from respondents were analyzed. On the basis of data analysis, it was found that people with hearing impairment working in public sector were more satisfied than the private sector employees with hearing impairment. It was also concluded that the employees with hearing impairment of private sector were not satisfied regarding their job incentive system and reward. The respondents of private sector were not satisfied about their working conditions and accommodations for deaf employees. Private organizations should provide satisfactory working environment to their employees with hearing impairment.

Key words: Job Satisfaction, Employees with Hearing Impairment, Public and Private Organizations.

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List of Abbreviations

Abbreviations	Description
IDEA	Individuals with Disabilities Education Act
dB	Decibel
UK	United Kingdom
US	United State
IT	Information Technology
TTY	Text Telephone
TRS	Telecommunications Relay Service
ADA	American with Disabilities Act
UNCRPD	United Nations Convention on the Rights if Persons with Disabilities
ERG	Existence Relatedness and Growth
SPSS	Statistical Packages for the Social Sciences
ANOVA	Analysis of Variance

CHAPTER I

Introduction

Human beings play important part in any organization and considered important asset. The organizations set some organizational goals and to achieve that goals human resource should be utilize as possible as. The maximum output of the employees leads towards job satisfaction and motivation. Individual's feelings towards work called job satisfaction. Positive feelings towards work describe job satisfaction, negative feelings shows dissatisfaction. A person's negative feelings towards job may be experience to unhappy and stressful environment.